

Raudatul Athfal (RA) Job Satisfaction in Colomadu Karanganyar District

Bety Ratnaningsih, Istiatin, Sarsono

Master of Management at Batik Islamic University, Surakarta

bety.ratna@gmail.com

ABSTRACT

This study aims to analyze the influence of Job Characteristics on Job Satisfaction, Burden on Job Satisfaction, Environment on Job Satisfaction, Compensation on Job Satisfaction of Teacher Raudatul Athfal (RA) in Colomadu District, Karanganyar. The research site is in each Raudatul Athfal (RA) location in Colomadu Karanganyar District. The research was conducted for 6 (six) months with a span of time between January to June 2024. Starting from the initial step is observation, sample determination, to the creation of data results from the research conducted, as well as determining the results and concluding the results of the research conducted. This study uses a quantitative method with the distribution of questionnaires using a Likert scale with multiple linear regression analysis with the help of SPSS 24 software. This study was conducted on 66 samples who were RA teachers in Colomadu Karanganyar District. The results showed that the characteristics of work and environment had a positive and significant effect on job satisfaction, while burden and compensation did not have a positive and significant effect on job satisfaction.

Keywords: Job satisfaction, Characteristics, Burden, Environment, Compensation

ABSTRAK

Penelitian ini mempunyai tujuan untuk menganalisis pengaruh dari Karakteristik Pekerjaan Terhadap Kepuasan kerja, Beban Terhadap Kepuasan kerja, Lingkungan Terhadap Kepuasan kerja, Kompensasi Terhadap Kepuasan kerja Guru Raudatul Athfal (RA) di Kecamatan Colomadu Karanganyar. Penelitian ini menggunakan metode kuantitatif dengan penyebaran kuesioner dengan menggunakan skala Likert dengan analisa regresi linear berganda. Penelitian ini dilakukan pada 66 sampel yang merupakan guru RA yang ada di Kecamatan Colomadu Karanganyar. Hasil Penelitian menunjukkan bahwa karakteristik pekerjaan dan lingkungan berpengaruh positif dan signifikan terhadap kepuasan kerja, sedangkan beban dan kompensasi tidak berpengaruh secara positif dan signifikan terhadap kepuasan kerja.

Kata Kunci: Kepuasan kerja, Karakteristik, Beban, Lingkungan, Kompensasi

INTRODUCTION

Job satisfaction is an employee's emotional state which describes a positive or negative feeling related to work or conditions within the company (Rahmadani et al., 2022). As educators, teachers have a very important role in determining the success of educational goals. Article 4 Chapter 2 of Law of the Republic of Indonesia Number 14 of 2005 concerning Teachers and Lecturers states that the position of teachers as professionals functions to increase the dignity and role of teachers as learning agents functions to improve the quality of National Education. The implementation of quality

education cannot be separated from the quality of the educators themselves. Quality teachers can be formed from high job satisfaction. Job satisfaction at work includes job satisfaction enjoyed at work by receiving praise for work results, placement, treatment, equipment, and a good work environment (Antoni et al., 2021).

One of the factors that influences job satisfaction is job characteristics. Job characteristics can be measured through five dimensions, namely skill diversity, task identity, task meaning, autonomy and feedback. Job characteristics are internal aspects that refer to the content and conditions of work. Jobs that provide freedom to use skills and abilities tend to be preferred by employees because they do not make employees feel bored with the tasks given (Rahmadani et al., 2022). Job characteristics according to (Herawati et al., 2022) are details in the job which are described in the dimensions of diversity of skills and responsibilities in completing the job. Apart from that, workload is a group or number of activities that must be completed by an organizational unit or position holder within a certain period of time. Workload can be seen from physical and mental workload. If the workload borne by an employee is too heavy or their physical abilities are weak, it will certainly result in obstacles in working so that the employee will feel sick due to work (Novita & Kusuma., 2020). Teachers can feel job satisfaction when they are supported by their work environment. A comfortable work environment is one of the hopes for teachers so that they can carry out teaching activities well. Another factor that can influence teacher job satisfaction is the work environment. Working environmental conditions are said to be good or appropriate if a person can carry out activities optimally, healthily, safely and comfortably. The results of the suitability of the work environment can be seen over a long period of time. Furthermore, poor work environments can demand more labor and time and do not support the design of efficient work systems (Arini et al., 2021). Increasing employee or teacher job satisfaction can also be achieved by providing appropriate compensation that is commensurate with the performance provided. It is hoped that providing compensation can increase teacher enthusiasm in completing their work. Providing compensation is also expected to increase a teacher's job satisfaction. Compensation must also be fair to what the teacher has given. Compensation is an important factor for companies where an employee who has completed his work well and has increased capacity in his work will be given an appropriate wage (Ferdian et al., 2023).

The community has shown concern for the issues of education, care and protection of early childhood children aged 0 to 6 years with various services according to existing conditions and abilities, both in formal and non-formal education channels. Implementation of PAUD formal education in the form of Kindergarten (TK) / Raudatul Athfal (RA). The non-formal education pathway takes the form of Child Care Parks (TPA), Play Groups (KB), Quran Education Parks (TPQ), Similar Education Units (SPS), and others (Imtihani, 2018).

From initial research using interview methods on several Raudatul Athfal (RA) teachers in the Colomadu Karanganyar District, the implementation of the compensation system still needs to be reviewed. Wages and salaries are still

inadequate, teacher loyalty is still lacking which can be seen from the implementation of tasks which are less than optimal, the compensation system is felt to be unfair which can be felt by teachers who have worked with new teachers for a long time, including appreciation for employees which is felt to be still lacking. . Likewise, an uncomfortable work environment means that the level of performance satisfaction is still low. And also the workload given sometimes does not match the wages earned. Apart from that, we also look at whether the characteristics of the job are in line with the existing superior schools.

Based on the background above, it is necessary to study the relationship between job satisfaction and characteristics, burden, environment and compensation. By looking at and paying attention to the descriptions above, the researcher created the research title "Job Satisfaction in View of Job Characteristics, Load, Environment, and Compensation for Raudatul Athfal (RA) Teachers in Colomadu Karanganyar District".

RESEARCH METHODS

This type of research is quantitative research by describing the results of the research by collecting data using a questionnaire given by the researcher. This study uses a quantitative approach. The data source used is primary data using questionnaires as a data collection technique. This research was used to look at the relationship between job satisfaction levels in terms of job characteristics, load, environment and Raudatul Athfal (RA) teacher competencies in Colomadu Karanganyar District using multiple linear variables. The sample and population in this study were 66 teachers who worked as Raudatul Athfal (RA) teachers in Colomadu Karanganyar District. The research sites are at each Raudatul Athfal (RA) location in Colomadu Karanganyar District. The research was carried out for 6 (six) months with a time span between January to June 2024. Starting from the initial steps, namely observation, determining samples, to producing data results from the research carried out, as well as determining the results and concluding the results of the research carried out. The data analysis technique in this research uses Multiple Linear Regression Statistical Package for the Social Science (SPSS).

RESULTS AND DISCUSSION

1. Multiple Linear Regression Test

Table 1. Multiple Linear Regression Results

No	Variable	Unstandardized B	Information
1	(Constant)	2,581	Positive
2	Job Characteristics	,248	Positive
3	Work load	,276	Positive
4	Work environment	,248	Positive
5	Compensation	,197	Positive

Source: Primary data processed in 2024

$$Y = 2.581 + 0.248 X_1 + 0.276 X_2 + 0.248 X_3 + 0.197$$

Constant (a) This means that if job characteristics, load, environment and work compensation are considered constant, then job satisfaction is positive. Therapeutic Communication Coefficient (b1) This means that if job characteristics increase, then job satisfaction will increase. Service Quality Coefficient (b2) This means that if the workload increases, then job satisfaction increases. Brand Image Coefficient (b3) This means that if the work environment improves, then job satisfaction increases. Trust Coefficient (b4) This means that if compensation increases, then job satisfaction increases.

a. F test

Table 2. F Test Results

Model	Fcount	Ftable	Sig.	Standard	Information
Regression	137,060	11,930	0,000	0.05	Decent Model

Source: Primary data processed in 2024

From the analysis of the data that has been obtained, it can be seen that the Fcount value is 137,060, because Fcount > Ftable 137,060 > 11,930 and the significance is 0.000 < 0.05, so Ho is rejected. It can be concluded that Ha is accepted, meaning that there is an influence between job characteristics, load, environment and compensation simultaneously and significantly on the job satisfaction of RA teachers in Colomadu sub-district.

b. T test

Table 3. T Test Results

Hypothesis	tcount	Sig.	Standard	Information
H1	2,731	,008	0.05	Rejected
H2	1,689	,096	0.05	Accepted
H3	2,431	.018	0.05	Rejected
H4	1,468	,147	0.05	Accepted

Based on the results of the t test in the table above, it can be explained in a hypothesis which is in the following form:

- 1) The job characteristics variable has a value of tcount > ttable (2.731 > 1.729) and a significance of 0.008 < 0.05, so Ho is rejected and Ha is accepted. It can be concluded that there is a positive and significant influence of job characteristics on the job satisfaction of RA teachers in Colomadu district.
- 2) The workload variable has a value of tcount < ttable (1.689 < 1.729) and a significance of 0.096 > 0.05, so Ho is accepted and Ha is rejected. It can be concluded that there is no positive and significant influence of workload on the job satisfaction of RA teachers in Colomadu sub-district.

- 3) The work environment variable has a value of $t_{count} > t_{table}$ ($2.431 > 1.729$) and a significance of $0.018 > 0.05$, so H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of the work environment on the job satisfaction of RA teachers in Colomadu sub-district.
- 4) The trust variable has a value of $t_{count} < t_{table}$ ($1.468 < 1.729$) and a significance of $0.147 > 0.05$, so H_0 is accepted and H_a is accepted. It can be concluded that there is no positive and significant influence of compensation on the job satisfaction of RA teachers in Colomadu sub-district.

c. Coefficient of Determination Test (R^2)

Table 4. Coefficient of Determination Results

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	.663a	.439	.402	1,695

The coefficient of determination value is determined by the adjusted R square value. The result of the R^2 Test value is 0.042.

Discussion

1. The influence of job characteristics on RA teacher satisfaction in Colomadu sub-district.

Based on the tests presented in Table IV.9, it shows that job characteristics have a positive and significant effect on the job satisfaction of RA teachers in Colomadu sub-district. These results prove that the higher the job characteristics, the job satisfaction of RA teachers in Colomadu will increase significantly.

This research is in line with previous research conducted by (Rahmadani et al., 2022) with research results showing that job characteristics have a positive and significant effect on employee job satisfaction at the West Lombok Regency Housing and Settlement Service.

The job characteristics of a school agency in RA in Colomadu district influence and can be seen from the size of the company organization. And if the level of work is appropriate and has its own engraving then the tasks given to employees have a useful meaning and teachers can provide good feedback by providing good performance and there will be some diversity of task skills to support certain satisfaction by the teacher in accordance with the work done and the RA teacher will get the maximum level of satisfaction.

2. The influence of workload on job satisfaction of RA teachers in Colomadu district.

Based on the tests presented in Table IV.9, it shows that workload does not have a positive and significant effect on the job satisfaction of RA teachers in Colomadu. These results prove that the higher and more adequate the work environment is, the more significant the teacher's job satisfaction will be.

This research is in line with previous research conducted by (Antoni et al., 2021) with the results of the partial t test research showing that the workload variable has a negative effect on employee job satisfaction at the Palembang City Education Service.

The workload given to RA employees/teachers also influences the satisfaction of RA teachers in the Colomadu district. In this case, if the workload given does not affect the level of attendance and level of work available, apart from that the workload is the standard work that must be carried out by RA teachers in Colomadu sub-district, apart from that the existing workload such as targets that must be completed within a certain time is not affects the size of the organization in a job/company, apart from that age also has no effect on job improvement.

3. The influence of the work environment on the job satisfaction of RA teachers in Colomadu sub-district.

Based on the tests presented in Table IV.9, it shows that the work environment has a positive and significant effect on the job satisfaction of RA teachers in Colomadu sub-district. These results prove that the higher the work environment, the job satisfaction of RA teachers in Colomadu will increase significantly.

This research is in line with previous research conducted by (Suyusman et al., 2020) with research result namely, the work environment has a significant effect on the job satisfaction of junior high school (SMP) teachers.

The improvement of the location for work influences teacher satisfaction, such as location arrangements, room lighting where the level of work is affected, if the level of work is felt to require full concentration, there is a need to control noise to reduce the noise that arises, therefore it influences teacher satisfaction in carrying out the work. his duties. Apart from that, cleanliness and security also influence teachers' turnover to locations that they feel are strategic, therefore attention must be paid to existing cleanliness and security.

4. The effect of compensation on job satisfaction of RA teachers in Colomadu sub-district.

Based on the tests presented in Table IV.9, it shows that compensation does not have a positive and significant effect on RA teacher satisfaction in Colomadu. These results prove that the higher the compensation, the satisfaction of RA teachers in Colomadu sub-district does not experience a real change.

This research is in line with previous research conducted by (Putri et al., 2023) The results obtained show that compensation has a negative effect or has no effect and is not significant on job satisfaction.

Providing compensation is also an important step in the initial stages of increasing teacher satisfaction. However, it turns out that giving wages/salaries does not affect teacher satisfaction, apart from that the incentives, allowances and facilities provided by the school do not affect satisfaction, apart from that

the size of the work and the level of work given must be in accordance with the allowances, or wages given, and also the level Work attendance and the level of work provided do not affect the wages given to teachers, so they do not affect the job satisfaction of RA teachers in Colomadu.

CONCLUSIONS AND SUGGESTIONS

This research is a descriptive quantitative research with a population and sample of 66 RA school teachers in Colomadu subdistrict. The results of the adjusted R square on RA teacher satisfaction in Colomadu subdistrict were 40.2%, influenced by the variables of job characteristics, load, environment and compensation. The instrument used in this research is a questionnaire using a Likert scale to determine the answers as well as multiple linear regression analysis. Based on the results of research on the influence of job characteristics, load, environment and work compensation for RA teachers in the Colomadu subdistrict and based on the results of hypothesis testing and discussions that have been carried out, it can be concluded as follows: Job characteristics have a positive and significant effect on the job satisfaction of RA teachers in the Colomadu subdistrict, Workload does not have a positive and significant effect on the job satisfaction of RA teachers in the Colomadu subdistrict. Work environment has a positive and significant effect on the job satisfaction of RA teachers in the Colomadu subdistrict. Compensation does not have a positive and significant effect on the job satisfaction of RA teachers in the Colomadu subdistrict.

BIBLIOGRAPHY

- Afandi, P. (2021). *Human resource management: Theory, concepts and indicators* (2nd ed.). Zanafa Publishing.
- Antoni, F., Damayanti, R., & Puspita, S. (2021). The influence of workload and compensation on employee job satisfaction at the Palembang City Education Service. *SEMB-J: Sharia Economic Management Business Journal*, 2(1), 65–69.
- Anwar Prabu Mangkunegara, A. A. (2019). *Corporate human resources management*. Remaja Rosdakarya.
- Arini, S., Arafat, Y., & Wahidy, A. (2021). The influence of principal leadership and work environment on job satisfaction. *PRODU: Educational Procurement Journal of Islamic Education Management*, 2(2), 79–92. <https://doi.org/10.15548/p-prokurasi.v2i2.2588>
- Basalamah, & As'ad. (2021). The role of work motivation and work environment in improving job satisfaction. *Golden Ratio of Human Resource Management*, 1.
- Damayanti, E., & Ismiyati. (2020). The influence of compensation, work environment, and organizational culture on teacher satisfaction. *Economic Education Analysis Journal*, 33–49.

- Ferdian, G. A., Septyarini, E., & Herawati, J. (2023). The influence of compensation, motivation and work environment on job satisfaction of teachers and administrative staff of SMA Negeri 2 Playen Gunungkidul. *Swabumi*, 11(1), 63–72. <https://doi.org/10.31294/swabumi.v11i1.1535>
- Ghozali, I. (2018). *Multivariate analysis applications with the IBM SPSS 25 program* (9th ed.). Diponegoro University Publishing Agency.
- Herawati, A., Orbaningsih, D., & Farhan, D. (2022). The influence of job characteristics, position promotion and communication on employee job satisfaction in the general section of the Regional Secretariat of Probolinggo Regency. *ULIL ALBAB: Multidisciplinary Scientific Journal*, 1(10), 3663.
- Huriyah, H., & Wahyuningsih, S. (2023). The influence of workload, work environment, employee compensation on job satisfaction at PT. Rapihra Flexible Packaging in the Production Department. *Journal on Education*, 5(4), 16941–16947. <https://doi.org/10.31004/joe.v5i4.2899>
- Imtihani, A. (2018). Raudatul Athfal (RA) management strategy to become a leading early childhood education school. *Overseer RA Kan*.
- Istiatin, & Sudarwati. (2021). *Introduction to research methodology*. Batik Islamic University.
- Kasmir. (2019). *Human resource management (theory and practice)* (Ed. 1, 6th cet.). Rajawali Press.
- Krismawati, N. K. A., & Manuaba, I. S. (2022). Contribution of work environment and work motivation to teacher job satisfaction. *Indonesian Journal of Instruction*, 3(2), 92–104. <https://doi.org/10.23887/iji.v3i2.44517>
- Kuntjojo. (2010). *Research methodology*. Nusantara University PGRI.
- Novita, R., & Kusuma, M. (2020). The influence of workload and work environment on employee job satisfaction (Case study of employees of the Nusantara Cooperative Bengkulu and Curup branches). *Journal of Human Capital Management and Business (JMMIB)*, 1(2), 164–173.
- Pramuditha, P. (2020). Analysis of placement and job characteristics on job satisfaction. *Tirtayasa Ekonomika*, 15(1), 134. <https://doi.org/10.35448/jte.v15i1.7836>
- Putri, M., Fauzi, A., Saputra, F., Danaya, B. P., & Puspitasari, D. (2023). The influence of career development, organizational culture and workload on employee job satisfaction (HRM literature review). *Journal of Information Systems Management Economics*, 5(2), 99–110. <https://dinastirev.org/https://creativecommons.org/licenses/by/4.0/>
- Rahmadani, N. F., Muttaqillah, & Sulaimiah. (2022). The influence of job characteristics and compensation on job satisfaction of ASN employees at the Lobar Regency Department of Perkim. *Unram Journal*, 1(32–38).

Robbins, S. P., & Judge, T. A. (2015). *Organizational behavior* (16th ed.). Salemba Empat.

Robbins, S., & Judge, T. A. (2011). *Organizational behavior*. Salemba Empat.

Sugiyono. (2019). *Quantitative, qualitative, and R&D research methods*. Alfabeta.

Suyusman, Hendro, O., & Asiati, D. I. (2020). The influence of the work environment and compensation and leadership on the job satisfaction of state junior high school teachers in Rantau Panjang District, Ogan Ilir Regency. *Journal of Competent Management*, 3(1), 89–109.
<https://jurnal.stier.ac.id/index.php/mnjm/article/view/146>